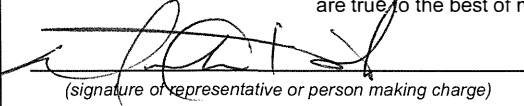


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
18-CA-270024	12/9/2020

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Wisconsin Voices	b. Tel. No. 414-226-4289
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 633 S. Hawley Road, #112, Milwaukee, Wisconsin 53214	e. Employer Representative Attorney Ann Barry Hanneman
	g. e-mail ahanneman@vonbriesen.com
	h. Number of workers employed 12
i. Type of Establishment (factory, mine, wholesaler, etc.) Community Organization	j. Identify principal product or service Networking
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (2) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about October 26, 2020, all 12 staff employees of the above-named employer made a written request that the above-named employer voluntarily recognize Office & Professional Employees International Union, Local 9 ("OPEIU") as the staff's bargaining agent, and further requested certain terms and conditions of employment. All 12 staff employees also signed OPEIU membership cards. On or about November 11, 2020, the above-named employer terminated 5 of the 12 staff employees without prior notice nor legitimate explanation.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Office and Professional Employees Union, Local 9	
4a. Address (Street and number, city, state, and ZIP code) 6333 W. Bluemound Road, Milwaukee, WI 53213	4b. Tel. No. 414-771-9730
	4c. Cell No.
	4d. Fax No.
	4e. e-mail local9dave@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Office and Professional Employees Union, AFL-CIO-CLC	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	
Attorney Martin C. Kuhn (Print/type name and title or office, if any)	
Tel. No. 262-505-5778	
Office, if any, Cell No. 414-708-7108	
Fax No. 262-788-5317	
e-mail mkuhn@hyneskuhnfirm.com	
Address 740 W. Pilgrim Pkwy, Ste 300, Elm Grove, WI 53122 Date 12/8/2020	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30  
310 West Wisconsin Avenue, Suite 450W  
Milwaukee, WI 53203-2246

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (414)297-3861  
Fax: (414)297-3880



Download  
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Mobile App

December 10, 2020

Wisconsin Voices  
633 S. Hawley Road, #112  
Milwaukee, WI 53214

Re: Wisconsin Voices  
Case 18-CA-270024

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner AMANDA E. BAHNSON whose telephone number is (414)930-7190. If this Board agent is not available, you may contact Deputy Regional Attorney PERCY J. COURSEAU, III whose telephone number is (414)930-7195.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board

agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

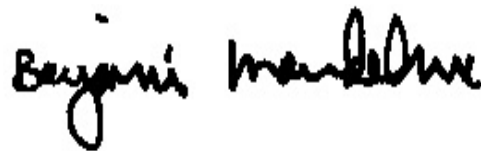
In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

JENNIFER A. HADSALL  
Regional Director



By: BENJAMIN MANDELMAN  
Officer in Charge

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: Ann Barry Hanneman Esq.  
von Briesen & Roper  
20975 Swenson Drive, Suite 400  
Brookfield, WI 53186



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30  
310 West Wisconsin Avenue, Suite 450W  
Milwaukee, WI 53203-2246

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (414)297-3861  
Fax: (414)297-3880



Download  
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Mobile App

December 10, 2020

David Rehberg, Business Manager  
Office & Professional Employees  
International Union, Local 9  
6333 W. Blue Mount Road  
Milwaukee, WI 53213

Re: Wisconsin Voices  
Case 18-CA-270024

Dear Mr. Rehberg:

The charge that you filed in this case on December 09, 2020 has been docketed as case number 18-CA-270024. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner AMANDA E. BAHNSON whose telephone number is (414)930-7190. If this Board agent is not available, you may contact Deputy Regional Attorney PERCY J. COURSEAU, III whose telephone number is (414)930-7195.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlrb.gov](http://www.nlrb.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

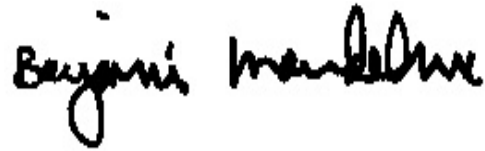
In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlrb.gov](http://www.nlrb.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

JENNIFER A. HADSALL  
Regional Director

A handwritten signature in black ink, appearing to read "Benjamin Mandelman". The signature is written in a cursive, somewhat stylized script.

By:

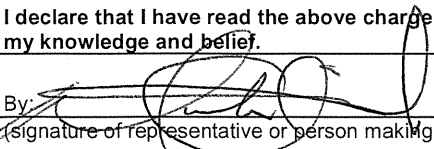
BENJAMIN MANDELMAN  
Officer in Charge

cc: Martin C. Kuhn, Esq.  
Hynes Law Firm  
740 West Pilgrim Parkway, Suite 300  
Elm Grove, WI 53122-2527

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD**FIRST AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
18-CA-270024	January 8, 2021

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Wisconsin Voices		b. Tel. No. (414)226-4289	
		c. Cell No.	
d. Address (street, city, state ZIP code) 633 S. Hawley Road, #112, Milwaukee, WI 53214		e. Employer Representative  Debra Huntley, Interim Executive Director	
		f. Fax No.	
		g. e-Mail debrah@wisconsinvoices.com	
		h. Dispute Location (City and State) Milwaukee, WI	
i. Type of Establishment (factory, nursing home, hotel) private non-profit		j. Principal Product or Service  community organizing and networking	
		k. Number of workers at dispute location  12	
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge ( <i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i> )  Since about October 26, 2020, the Employer has failed to bargain collectively and in good faith with Office & Professional Employees International Union, Local 9, by refusing to honor a valid request for voluntary recognition.  On about (b) (6), (b) (7)(C), 2020, the Employer discriminated against employees (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C), by terminating them in order to discourage union activities or membership.			
3. Full name of party filing charge ( <i>if labor organization, give full name, including local name and number</i> ) Office & Professional Employees International Union, Local 9			
4a. Address (street and number, city, state, and ZIP code) 6333 W. Bluemound Road, Milwaukee, WI 53213		4b. Tel. No. (414)771-9730	
		4c. Cell No.	
		4d. Fax No. (414)771-9732	
		4e. e-Mail Local9dave@sbcglobal.net	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit ( <i>to be filled in when charge is filed by a labor organization</i> ) Office & Professional Employees International Union, AFL-CIO-CLC			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 262-505-5678	
By:  (signature of representative or person making charge)		Office, if any, Cell No. 414-708-7108	
Martin C. Kuhn, Attorney Print Name and Title		Fax No. (414)788-5317	
Address: 740 W. Pilgrim Pkwy, Ste., 300, Elm Grove, WI 53122		e-Mail mkuhn@hyneslawfirm.com	
Date: 1/5/2021			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30  
310 West Wisconsin Avenue, Suite 450W  
Milwaukee, WI 53203-2246

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (414)297-3861  
Fax: (414)297-3880



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Mobile App

January 8, 2021

David Rehberg, Business Manager  
Office & Professional Employees  
International Union, Local 9  
6333 W. Blue Mount Road  
Milwaukee, WI 53213

Re: Wisconsin Voices  
Case 18-CA-270024

Dear Mr. Rehberg:

We have docketed the first amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Examiner AMANDA E. BAHNSON whose telephone number is (414)930-7190. If the agent is not available, you may contact Deputy Regional Attorney PERCY J. COURSEAU, III whose telephone number is (414)930-7195.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

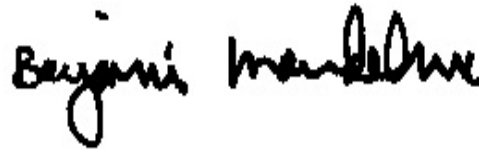
**Procedures:** Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn

statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlr.gov](http://www.nlr.gov)). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

JENNIFER A. HADSALL  
Regional Director

A handwritten signature in black ink, appearing to read "Benjamin Mandelman".

By: BENJAMIN MANDELMAN  
Officer in Charge

cc: Martin C. Kuhn, Attorney  
Hynes Law Firm  
740 West Pilgrim Parkway, Suite 300  
Elm Grove, WI 53122-2527



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30  
310 West Wisconsin Avenue, Suite 450W  
Milwaukee, WI 53203-2246

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (414)297-3861  
Fax: (414)297-3880



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January 8, 2021

Debra Huntley, Interim Exec. Dir.  
Wisconsin Voices  
633 S. Hawley Road, #112  
Milwaukee, WI 53214

Re: Wisconsin Voices  
Case 18-CA-270024

Dear Ms. Huntley:

Enclosed is a copy of the first amended charge that has been filed in this case.

**Investigator:** This charge is being investigated by Field Examiner AMANDA E. BAHNSON whose telephone number is (414)930-7190. If the agent is not available, you may contact Deputy Regional Attorney PERCY J. COURSEAU, III whose telephone number is (414)930-7195.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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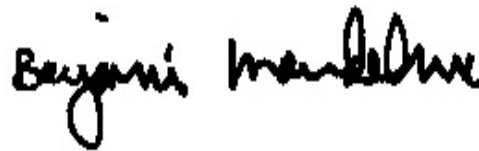
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written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

JENNIFER A. HADSALL  
Regional Director

A handwritten signature in black ink, appearing to read "Benjamin Mandelman".

By: BENJAMIN MANDELMAN  
Officer in Charge

Enclosure: Copy of first amended charge

cc: Ann Barry Hanneman, Attorney  
von Briesen & Roper, SC  
20975 Swenson Drive, Suite 400  
Waukesha, WI 53186

John A. Rubin, Attorney  
von Briesen & Roper, S.C.  
20975 Swenson Drive, Suite 400  
Waukesha, WI 53186



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30  
310 West Wisconsin Avenue, Suite 450W  
Milwaukee, WI 53203-2246

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (414)297-3861  
Fax: (414)297-3880

February 25, 2021

Ann Barry Hanneman, Attorney  
von Briesen & Roper, SC  
20975 Swenson Drive, Suite 400  
Waukesha, WI 53186

John A. Rubin, Attorney  
von Briesen & Roper, S.C.  
20975 Swenson Drive, Suite 400  
Waukesha, WI 53186

Re: Wisconsin Voices  
Case 18-CA-270024

Dear Ms. Hanneman and Mr. Rubin:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,

JENNIFER A. HADSALL  
Regional Director

By: /s/ Benjamin Mandelman

BENJAMIN MANDELMAN  
Officer in Charge

cc: Debra Huntley  
Wisconsin Voices, Inc.  
633 S. Hawley Road, Suite 112  
Milwaukee, WI 53214

David Rehberg, Business Manager  
Office & Professional Employees  
International Union, Local 9  
6333 W. Blue Mount Road  
Milwaukee, WI 53213

Martin C. Kuhn, Attorney  
Hynes Law Firm  
740 West Pilgrim Parkway, Suite 300  
Elm Grove, WI 53122-2527

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

WISCONSIN VOICES, INC.

Employer

and

OFFICE & PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION, LOCAL NO. 9

Petitioner

Case No. 18-RC-270032

Date Filed  
December 10, 2020

Date Issued FEBRUARY 5, 2021

Type of Election  
(Check One:)

- ☒ Stipulation  
☐ Board Direction  
☐ Consent Agreement  
☐ RD Direction

Incumbent Union (Code)

(If applicable check  
either or both:)

- ☐ 8 (b)(7)  
☒ Mail Ballot

TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of the tabulation of ballots cast in the election held in the above case, and concluded on the date indicated above, were as follows:

1. Approximate number of eligible voters ..... 13
2. Number of Void ballots ..... 0
3. Number of Votes cast for ..... PETITIONER ..... 5
4. Number of Votes cast for .....
5. Number of Votes cast for .....
6. Number of Votes cast against participating labor organization(s) ..... 0
7. Number of Valid votes counted (sum of 3, 4, 5, and 6) ..... 5
8. Number of Challenged ballots ..... 6
9. Number of Valid votes counted plus challenged ballots (sum of 7 and 8) ..... 11
10. Challenges are ~~(not)~~ sufficient in number to affect the results of the election.
11. A majority of the valid votes counted plus challenged ballots (Item 9) has (not) been cast for ..... X

For the Regional Director  
Region Eighteen

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this Tally.

For WISCONSIN VOICES, INC.

For OFFICE & PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION, LOCAL NO. 9

~~THE~~ PARTIES PARTICIPATED IN COUNT VIRTUALLY

For

VIA

ZOOM

For

~~THE~~

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 18 - SUBREGION 30**

**WISCONSIN VOICES, INC.**

**Employer**

**and**

**OFFICE & PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION, LOCAL NO. 9**

**Petitioner**

**Case 18-RC-270032**

**ORDER APPROVING STIPULATION ON CHALLENGED BALLOTS,  
CERTIFICATION OF REPRESENTATIVE, AND ISSUING A REVISED  
TALLY OF BALLOTS**

On March 1, 2021, the parties to this proceeding entered into a Stipulation disposing of the determinative challenge ballots at issue in the election conducted pursuant to the above matter. As the parties have waived their rights to all further proceedings before the Board regarding the challenged ballots in this proceeding, the Stipulation, which is attached hereto, is approved and the challenges are sustained.

IT IS HEREBY ORDERED that a Revised Tally of Ballots shall issue simultaneously with this Order and Certification of Representative.

**CERTIFICATION OF REPRESENTATIVE**

An election has been conducted under the Board's Rules and Regulations. The Revised Tally of Ballots shows that a collective-bargaining representative has been selected. No timely objections were filed.

As authorized by the National Labor Relations Board, it is certified that a majority of the valid ballots has been cast for the Office & Professional Employees International Union, Local No. 9, and it is the exclusive collective-bargaining representative of the employees in the bargaining unit described below:

Unit: All full-time and regular part-time employees employed by the Employer at its Milwaukee, Wisconsin, location, excluding all office clericals, confidential employees, supervisors, guards, and all other individuals excluded by the National Labor Relations Act, as amended.

Dated: March 2, 2021

A handwritten signature in black ink, reading "Jennifer Hadsall". The signature is fluid and cursive, with the first name "Jennifer" and last name "Hadsall" clearly distinguishable.

---

JENNIFER A. HADSALL  
REGIONAL DIRECTOR  
NATIONAL LABOR RELATIONS BOARD  
REGION 18  
Federal Office Building  
212 Third Avenue South, Suite 200  
Minneapolis, MN 55401-2657

Attachments



**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 18 - SUBREGION 30**

**WISCONSIN VOICES, INC.**

**Employer**

**and**

**OFFICE & PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION, LOCAL NO. 9**

**Petitioner**

**Case 18-RC-270032**

**STIPULATION ON CHALLENGED BALLOTS**

The parties to this case stipulate as follows:

1. Pursuant to a petition filed on December 10, 2020 and the provisions of a Stipulated Election Agreement executed by the parties and approved by the Regional Director on December 31, 2020, an election by secret ballot was conducted among certain employees of the Employer<sup>1</sup> by mail ballot commencing on January 13, 2021.

2. The tally of ballots issued February 5, 2021 and served on the parties that same date, shows that of the approximately 13 eligible voters, five votes were cast for and zero votes were cast against the Petitioner, with six challenged ballots, a number that is sufficient to affect the results of the election.

3. The ballots of (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) were challenged pursuant to an agreement by the parties that they would vote subject to challenge inasmuch as their terminations were the subject of a pending unfair labor practice charge in Case 18-CA-270024, which has since been resolved by the parties.

4. The ballot of (b) (6), (b) (7)(C) was challenged by the Employer on the basis that (b) (6) was no longer employed by the Employer as of the time (b) (6) ballot was cast and mailed.

5. The undersigned parties, desiring to expeditiously resolve the aforementioned challenged ballots, hereby stipulate and agree that none of the above-referenced employees are eligible to vote in the election. This Stipulation is only for the purposes of the election wherein the tally of ballots issued on February 5, 2021.

6. The parties hereby waive any right to the following with regard to these challenged ballots: (a) submission of further evidence; (b) a hearing; (c) any report or

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<sup>1</sup> All full-time and regular part-time employees employed by the Employer at its Milwaukee, Wisconsin location; excluding all office clericals, confidential employees, supervisors, guards, and all other individuals excluded by the National Labor Relations Act, as amended.

recommendation to the National Labor Relations Board; (d) filing of exceptions to any report to the Board; (e) any decision and order by the Board; and (f) any other right or privilege to any other formal proceeding relative to these specific challenged ballots.

7. The parties further stipulate and agree that the challenges to the ballots of the above-referenced employees will be sustained and that a revised Tally of Ballots should issue in this matter. It is further understood that the issuance of a Revised Tally of Ballots in no way affects or reopens the period of filing of objections to conduct affecting the results of the election.

**Wisconsin Voices, Inc.**

\_\_\_\_\_  
(Employer)

**Office & Professional Employees  
International Union, Local No. 9**

\_\_\_\_\_  
(Petitioner)

**By:** /s/ Ann Barry Hanneman 3/1/2021  
(Signature) (Date)

**Print Name:** Ann Barry Hanneman

**By:** /s/ Martin Kuhn 3/1/21  
(Signature) (Date)

**Print Name:** Martin Kuhn

**Recommended:** /s/ Amanda Bahnson 3/2/21  
AMANDA E. BAHNSON, Field Examiner  
(Date)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

WISCONSIN VOICES, INC.

Employer

and

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL  
UNION, LOCAL NO. 9

Petitioner

Case No. 18-RC-270032

Date Issued March 2, 2021

TYPE OF ELECTION: (Check one:)

- ☐ Consent Agreement  
☒ Stipulation  
☐ Board Direction  
☐ RD Direction

(Also check box below where appropriate)

☐ 8(b)(7)

REVISED TALLY OF BALLOTS  
(Counting of Challenged Ballots)

The undersigned agent of the Regional Director certifies that the results of counting the challenged ballots directed to be counted by the Regional Director on March 2, 2021 and the addition of these ballots to the original Tally of Ballots, executed on February 5, 2021 were as follows:

	Original Tally	Challenged Ballots Counted	Final Tally
Approximate number of eligible voters .....	13		13
Number of Void ballots .....	0	0	0
Number of Votes cast for PETITIONER .....	5	0	5
<del>Number of Votes cast for .....</del>			
<del>Number of Votes cast for .....</del>			
Number of Votes cast against participating labor organization(s) ..	0	0	0
Number of Valid votes counted .....	5		5
Number of Undetermined challenged ballots .....	6		0
Number of Valid votes counted plus challenged ballots .....	11		5
Number of Sustained challenges (voters ineligible) .....			6

The remaining undetermined challenged ballots, if any, shown in the Final Tally column are **(not)** sufficient to affect the results of the election. A majority of the valid votes plus challenged ballots as shown in the Final Tally column **has** **(not)** been cast for .....

PETITIONER

For the Regional Director, Region Eighteen /s/ Amanda Bahnson .....

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating, and the compilation of the Final Tally, were fairly and accurately done, and that the results were as indicated above. We also acknowledge service of the Tally.

For WISCONSIN VOICES, INC.

OFFICE & PROFESSIONAL EMPLOYEES  
For INTERNATIONAL UNION, LOCAL NO. 9

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

WISCONSIN VOICES, INC.       OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 9	Employer   and   Petitioner
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Case No. 18-RC-270032

Date Issued March 2, 2021

**TYPE OF ELECTION: (Check one:)**

- ☐ Consent Agreement  
☒ Stipulation  
☐ Board Direction  
☐ RD Direction

(Also check box below where appropriate)

☐ 8(b)(7)

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(Counting of Challenged Ballots)

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Number of Undetermined challenged ballots .....	6		0
Number of Valid votes counted plus challenged ballots .....	11		5
Number of Sustained challenges (voters ineligible) .....			6

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PETITIONER .....

For the Regional Director, Region Eighteen \_\_\_\_\_ /s/ Amanda Bahnson .....

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating, and the compilation of the Final Tally, were fairly and accurately done, and that the results were as indicated above. We also acknowledge service of the Tally.

For WISCONSIN VOICES, INC. ....

OFFICE & PROFESSIONAL EMPLOYEES  
For INTERNATIONAL UNION, LOCAL NO. 9 .....